

Sexual Harassment and Violence Education, Prevention and Response, including Risk Management Report

BACKGROUND

In 2016, the Executive & Audit Committee approved a model for developing action plans to mitigate the top risks that may hinder OSU's ability to achieve the objectives outlined in Strategic Plan 3.0. Each of the identified top risks was assigned to the various Board committees based on alignment with each committee's charter and workload.

STATUS UPDATE

Over the last two years, the Academic Strategies Committee has provided oversight of the university's risk action plan related to sexual harassment and violence education, prevention and response, one of the top risks assigned to the committee. Stopping, preventing recurrence, and remedying the impacts of sexual misconduct and discrimination is important to supporting equal opportunity for education and the opportunity for all to succeed.

As shown in Attachment 1, there has been significant progress on the university's efforts to prevent gender-based violence through outreach and education, to provide support for survivors of sexual misconduct of any kind, and to respond to such incidents through an effective Title IX program that provides for due process, thorough investigation and remedy.

NEXT STEPS

At the May 31, 2018 meeting, the committee will review the progress report with staff and may identify additional follow-up, as needed.

**Oregon State University
University Risk Management
2017-18 Priorities
Sexual Harassment and Violence Education, Prevention, and Response**

Board Oversight Committee	Risk Topic	University Goal	Type(s) of Risks to be Prevented	Risk Owner(s)	Primary Risk Mitigation Strategy(ies) ¹	Risk Mitigation Team
Academic Strategies Committee	Sexual harassment and violence education, prevention, and response	A safe environment that fosters student well-being and success	Operational (safety), Compliance, Financial, Reputational	President and Provost	Avoid, Reduce	Title IX Coordinator, Vice Provost for Student Affairs, Chief Compliance Officer
Mitigation Plan						
Objectives to Achieve	Actions to Satisfy Objectives		Status Report			
1. Deliver effective sexual violence prevention, outreach and training programs	a. Establish OSU Prevention and Advocacy Coalition to provide training and awareness/outreach events		a. Initial action complete, with work ongoing: Coalition meetings occur quarterly and provide coordinated planning for prevention and advocacy work across organizations involved in this work			
	b. Deliver training to students, staff and special populations		b. Initial action complete, with work ongoing: Online training in place for incoming students; in-person bystander training delivered to special populations; in-person responsible employee training delivered to targeted employee groups; mandatory online responsible employee training developed and scheduled for implementation in fall 2018 (see metrics below)			

¹ Definitions of mitigation strategies:

Avoid: Discontinue the activities that present unacceptable risk
Share/Insure: Transfer the risk through insurance programs or 3rd party

Reduce: Implement controls, practices, programs to lessen the risk
Accept: Proceed with the activity because the benefit outweighs the risk

<p>2. Provide effective support and remedy services for survivors of sexual violence</p>	<p>a. Ensure effective Office of Equal Opportunity & Access (EOA) coordination of support and remedy services for sexual assault survivors</p>	<p>a. Initial action complete, with monitoring: Standardized protocols are in place via the revised Sexual Misconduct and Discrimination Policy and the Sexual Misconduct and Discrimination Investigation and Resolution Process, including an investigation and resolution process with a supporting flowchart and EOA checklists, templates, scripts. Review regularly to ensure efficacy.</p>
	<p>b. Provide effective support services through Counseling & Psychological Services (CAPS) and nurse examiners through Student Health Services (SHS)</p>	<p>b. Initial action complete, with work ongoing: Survivors who present for triage at CAPS are given preferred access. SHS has two Sexual Assault Nurse Examiners (SANE) on staff trained to perform forensic exams.</p>
	<p>c. Provide effective support and response services through the Survivor Advocacy and Resource Center (SARC)</p>	<p>c. Initial action complete, with work ongoing: There is now 2.0 FTE in the SARC to provide survivor support services.</p>
	<p>d. Provide well-trained student care teams to manage and coordinate cases through the Office of Student Life</p>	<p>d. Initial action complete, with work ongoing: Student Affairs has added 1.0 FTE in the Office of Student Life to ensure capacity for managing complex cases. Ongoing training for Student Care Team on university procedures.</p>
<p>3. Respond to incidents of gender-based violence through a compliant, timely, and effective Title IX program</p>	<p>a. Formalize policies and procedures within EOA and Student Conduct for Title IX investigations</p>	<p>a. Initial action complete, with monitoring: Standardized protocols are in place via the revised Sexual Misconduct and Discrimination Policy and the Sexual Misconduct and Discrimination Investigation and Resolution Process, including an investigation and resolution process with a supporting flowchart and EOA checklists, templates, scripts. Monitoring for possible revisions and modifications in the EOA annual review.</p>
	<p>b. Provide well-trained staff for Title IX and discrimination investigations</p>	<p>b. Initial action complete, with annual training: EOA's Equity Associates receive at least 15 hours of Title IX-related training annually.</p>
	<p>c. Develop reports for campus partners on Title IX-related activities</p>	<p>c. Complete and ongoing: EOA produced its first Annual Report in February 2018.</p>

	d. Provide information in response to audits of response program protocols	d. In process: Recommendations received from an outside review of the Title IX process will be implemented by the end of the fall academic quarter 2018
	e. Provide due process and support referrals for accused students	f. Initial action complete, with monitoring: 1.0 FTE added to the ASOSU Student Advocacy Office to provide support to accused students, bringing total to 2.0 FTE; EOA's Investigation and Resolution Process articulates due process and support referrals for reporting and responding students

Performance Metrics

Metric	Goal	2017 Results	Comments
1. Percentage of students receiving training related to sexual violence	95% completion for Part 1 of Haven for all entering students (National Haven completion average is 87% overall)	82% overall completion Part 1 of Haven, fall 2017: <ul style="list-style-type: none"> • First Year: 91.6% • First Year International: 84.6% • Transfer: 62.9% Part 1 of HavenPuls, fall 2017: <ul style="list-style-type: none"> • Graduate: 50.1% • Graduate International: 49.3% • eCampus: 62.7% • eCampus International: 56.7% • Non-degree: 64.1% • Non-degree International: 92.1% 	SHS continues to work with campus partners to increase compliance for Haven and Haven Plus.
	Increased participation in the "Beavers Give a Dam" bystander training	3,662 attendees	SHS is planning to expand the Beaver's Give a Dam bystander program substantively in 2018-19, and will incorporate peer educators.

<p>2. Deliver additional and targeted training to special populations</p>	<p>100% participation in sexual violence prevention and response training for highly impacted student</p>	<p>Greek participation: 21 out of 24 Interfraternity Council chapters; all new Panhellenic members</p>	<p>Trainings will be provided for all Greek students during the 2017-18 academic year.</p>
		<p>Athletics participation: 100%</p>	<ul style="list-style-type: none"> • Student-athletes have been participating in the “Beavers Give a Dam” bystander training. This will continue with a broader, more developmentally appropriate series of trainings to include rape myths, healthy relationships, intervention skills, and trauma-informed response strategies. Also included will be more information germane to Title IX. Training partnership will include SHS, SARC and EOA. • SHS will continue providing violence prevention training support for student athletes, and now to include SARC. • All incoming student-athletes participated in HAVEN as part of the university’s requirement for continued enrollment (students receive grade holds until training is complete). A new student-athlete-focused on-line program is available from the Haven vendor, and may be incorporated into student-athlete training during the next academic year.

3. Deliver training and resources to employees	Increased participation in responsible employees training	<ul style="list-style-type: none"> Delivered Responsible Employee training to 70 coaches/staff in Athletics. Responsible Employee training is a component of the Critical Mandatory Training modules scheduled for implementation fall 2018. 	
	Increased community awareness of reporting guidelines by Fall 2017	Responsible Employee guidelines are available on EOA's website. As noted above, awareness will also increase as this training moves forward in fall 2018.	Unless otherwise exempted (such as SARC counselors), OSU employees are responsible for reporting to EOA incidents of sexual misconduct, including stalking, sexual violence, dating violence, sexual harassment, and domestic violence.
4. Assess campus climate for students related to sexual violence	Distribute Sexual Violence Climate Assessment for students biannually	Distributed survey in 2017; scheduled next survey for spring 2019	Will compare and contrast current and 2019 survey results to assess overall campus response to reports of sexual misconduct

Plan Review and Report Schedule

Action	Oversight Group	Completion Date or Frequency of Action	Comments
Provide status report	Campus Compliance Executive Committee	Quarterly	
Conduct audit of response program protocols	Office of Audit Services	2017	
Discuss annual progress report	Cabinet	Annually	
Review annual progress report; schedule educational and discussion items as identified in the committee's annual work plan	Academic Strategies Committee	Annually	